

Office of the Governor  
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# The Governor’s Family Investment Awards

Rewarding Illinois Employers for responding to their employees’ needs

The Balancing Work and Family Working Group of the Governor’s Commission on the Status of Women in Illinois focuses on challenging tasks of balancing family responsibilities while achieving success in the work environment. The intent of the award is to recognize and highlight the best practices of Illinois employers in meeting the everyday challenges those workers and their family’s face. The award also serves as an example for other employers that are striving to meet the needs of their employees.

The Balancing Work and family group developed the concept of the award, designed, promoted and distributed the application. Winners were selected in the following categories:

- Child and Elder Care
- Parental Programs and Promotions
- Innovations and Insights

The following Governor’s Family Investment Award winners represent both small and large (350 employees or less) employers that demonstrate extraordinary efforts or innovations to meet family challenges:

2000	2001
Accenture Chicago Arthur Anderson Blessing Hospital CDW KPMG, LLP MTCO Corporation Swedish American Health System The Johnson Group, Inc The Leading Tree Child Care Centers	Abbott ABN-AMRO North America, Inc Bank One Exporting Packaging Hi-Grade / Sappano’s Decorating Centers National Manufacturing Company Northwestern Memorial Hospital Prem Magnetics Southern Illinois Healthcare

## PROGRAM DESCRIPTIONS

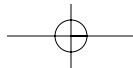
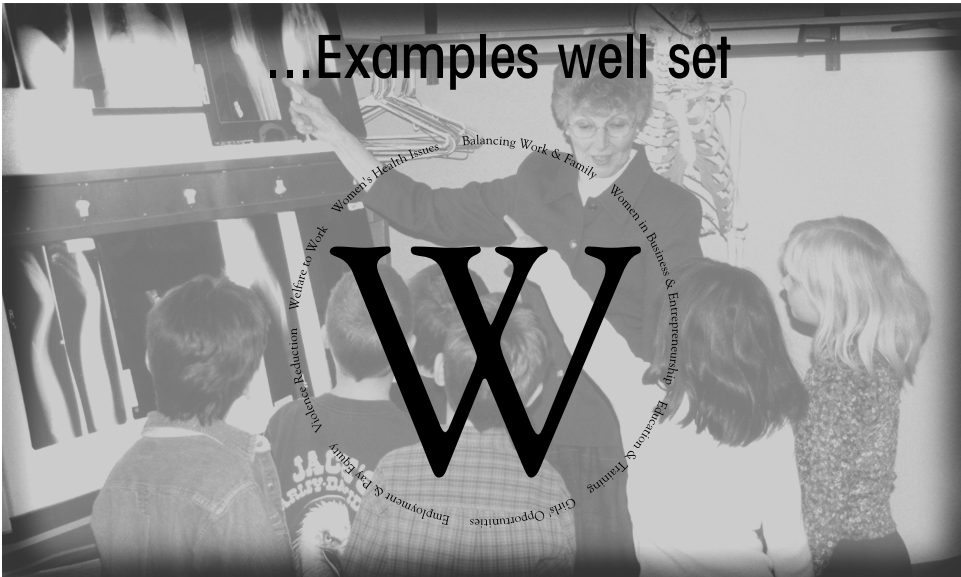
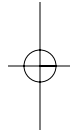
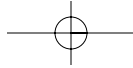
**Abbott Laboratories, Abbott Park**  
Abbott formed a child care solution strategy that includes a new 46,000 sq. ft. state-of-the-art child care center, interim care programs, and a collaborative initiative to address broader child care needs. It offers child care through its School’s Out program for children ages 12 to 15 and provides a number of alternative work options including telecommuting, job-sharing, and part-time schedules.

**ABN-AMRO North America, Inc., Chicago**  
ABN-AMRO provides work-life effectiveness training for all employees. It assists employees with financial reimbursement for adoption expenses and costs associated with back-up child care in emergencies when the primary provider is unavailable.

**Accenture Chicago**  
Accenture’s Flexible Work arrangement policy offers people creative work options which includes: telecommuting, part-time, job sharing, flextime, modified work week, compressed work week and alternative schedules for employees on project assignments. As always, we will work with our employees to make sure that their work arrangement will accommodate their needs.

**KPMG, LLP**  
KPMG supports flexible work scheduling, benefits for domestic partners, donation of leave time between employees for personal or family catastrophes, “busy-season” child care on Saturdays and evenings for tax and audit professionals between January and April and the appointment of a full-time National Work Life Director.









### **The Johnsson Group, Inc., Chicago\***

This firm allows employees to structure their schedules to address the demands of their lives. No employee is allowed to work more than 40 hours a week on anything other than an exception basis. After three years of service, employees receive an extra two weeks of vacation and \$1,000 if they leave town and do something unique. As a result, employee's turnover at the Johnsson Group is 7%, considerably below the industry average of 40%.

### **Bank One Chicago**

Bank One created an extensive information system about its family friendly programs. An easy to use toll-free number guides the caller through information on various resources for employees, such as child and dependent care providers, and flexible work schedules. The bank also offers elder care program information that includes adult day care and respite care for those who care for dependants.

### **Export Packaging, Moline\***

As one of the first to provide on-site day care, this company reduced employee turnover and found that women returned from maternity leave much earlier because of the high quality of care their children received.

### **Hi-Grade / Sappano's Decorating Centers, Chicago\***

Hi-Grade / Sappano provide for child care and summer employment opportunities for older children. There is also room in the stores to accommodate children who must occasionally accompany their parents to work.

### **National Manufacturing Company, Sterling\***

NMC surveyed its employees to hear firsthand what their needs were and then explored what solutions would be best address those needs, resulting in a Resource Booklet that employees have said is "outstanding," as well as expanded care for children of employees who work second and third shifts.

### **Northwestern Memorial Hospital, Chicago**

Northwestern Memorial provides employees with flexible work schedules, child care facilities and summer camp opportunities for children. It focuses on the needs of the new mother by providing a well-equipped lactation center and programs and classes on breast feeding at nominal charges for employees. The hospital also offers a free breast feeding hotline for questions and concerns.

### **Prem Magnetics, Johnsburg\***

Despite the size, Prem Magnetics offers employees an outstanding child care center. These benefits have improved its recruiting efforts and workforce morale, while reducing turnover.

### **Southern Illinois Healthcare, Carbondale**

SIH surveyed employees to determine their needs and then created responsive programs. They established an in-house referral system for child day care programs and a program to pay for child care with pre-tax dollars. They provide elder care for employees' dependents and have taken the initiative to work with local providers to extend their hours so shift employees can have dependable child care available according to their work schedules.

### **Blessing Hospital, Quincy**

Blessing recently expanded its on-site child care center to accommodate 234 children aged 6 weeks to 12 years. The Center operates extended hours to accommodate non-traditional work hours and its "Sniffles to Sneezes" Program takes mildly ill children who can not attend school or day care. The center is also available to families in the community. Elder care is provided through Adult Day Care, Home Care and Hospice section of Blessing Hospital.

### **CDW, Vernon Hills**

CDW provides employees with CDW @ Play: a 33,000 sq. ft. child care and fitness center which provides subsidized child care; an adoption assistance program; an educational assistance program and special events to recognize families for their contributions to the company's success.

### **The Learning Tree Child Care Centers, Elgin\***

The Learning Tree provides reduced or free child care to its employees at one of its three child care centers. They have been able to retain 50% of its staff for at least four years, and to encourage regular attendance, they offer an annual cash wellness bonus to employees.

### **Swedish American Health Systems, Rockford**

SWSH formed an employee team to purpose and implement work life programs. The hospital provides on-site child care for well and sick children, a Lactation Station for nursing mothers, lunch-time presentations on child care and an on-site summer camp fair to help employees identify activities for children during the Summer.

### **MTCO Corporation, Metamora**

MTCO recently introduced an additional leave policy so employees, regardless of gender, can take up to six weeks off at 70% of their normal pay to spend time with their newborn or adopted child.

### **Arthur Anderson, Chicago**

Arthur Anderson designed the GROW Program, a comprehensive initiative to attract and retain women to their firm, to which the firm committed significant resources. The program develops strategies to support better work life integration for employees. In 1999, 22% of Arthur Anderson's partner-promotions were women, the highest percentage of the Big 5 professional service firms.

For Award Applications or further information on programs listed, please see our web site: [www.state.il.us/gov/women/](http://www.state.il.us/gov/women/) or contact:

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